

Caroline Harper, Ph.D.

PROFESSIONAL SUMMARY

Respected professional with a proven ability to build programs focused on creating inclusive environments and increasing empowerment opportunities among underserved populations. I have more than 15 years of experience in community engagement, research, program management, and strategic planning.

EDUCATION

2013 Doctor of Philosophy. Department of Political Science, Howard University

2003 Master of Arts. Department of Communication, University of Houston

1999 Bachelor of Science. Department of Communication, Lamar University

PROFESSIONAL EXPERIENCE

Lecturer (*Department of Political Science*), Howard University. Washington, D.C. August 2017-current:

- Responsible for providing classroom instruction that incorporated theoretical and pragmatic applications of political science. Course concentration included political theory, Pan-Africanism, electoral politics, public policy, and the influence of pressure groups.

Senior Relationship Manager/Policy Analyst, United Negro College Fund (UNCF), Washington, DC, July 2014-July 2016:

- Design, collect and analyze data related to federal education policies and trends in education including factors contributing to college readiness, college affordability, student retention, campus culture, college rating systems, teacher diversity, and career outcomes.
- Conduct evaluation of multi million dollar programs including Mellon Mays Faculty Career Enhancement, UNCF/Koch Scholars, and United Health Career Opportunity.
- Edit and make writing contributions for op-eds, white papers, statistical guides, at-a-glance documents, journal articles, education reports, and grant proposals.
- Communicate research findings and best practices to internal and external stakeholders via conference panels, social media posts, planning committees, and reports.
- Work with internal departments to develop complementary strategies that maximize diversity outreach, strengthen legislative affairs, and increase effectiveness of scholarships and programs.
- Lead development and implementation of outreach management system that promotes college access to more than 350,000 underrepresented students, address gaps in existing outreach efforts, ensure execution of contract agreements, and manage the corresponding budget.

- Manage external relationships with partners including The College Board, Hispanic Scholarship Fund, Jack Kent Cooke Foundation, and the Asian & Pacific Islander American Scholarship Fund.

Senior Research Associate, Activate Research, Incorporated, Washington, D.C. February 2014-July 2016:

- Conduct education research related to diversity, student success, persistence, career outcomes, student retention, and graduation.
- Responsibilities include analysis of national data bases, content analysis, creation of data code books, write literature reviews, write website content, and related annotated bibliographies.

Instructor (*Department of Political Science*), Howard University. Washington, DC, August 2012-May 2013:

- Responsible for providing classroom instruction that incorporated theoretical and pragmatic applications of political science. Course concentration included political theory, electoral politics, public policy, and the influence of mobilized groups.

Adjunct Faculty (*Department of Political Science*), University of Maryland Baltimore County, Baltimore, MD, May 2011-July 2011:

- Responsible for providing classroom instruction that incorporated theoretical and pragmatic applications of Urban Politics. Course content focused on exploring emerging issues in metropolitan areas including the intersection of race, political behavior, housing, economics, education, criminal justice, and social policy.

Research Assistant (*Howard University Center for Urban Progress*), Howard University, Washington, DC, September 2009 – June 2010:

- Responsible for assessing economic and community support services and their ability to increase self-sufficiency among public housing residents in Washington, D.C.
- Specific responsibilities included survey design, data collection, data coding and cleaning, analysis, program evaluation, and report writing.

Program Coordinator, Shady Grove Undergraduate Program and Adjunct Faculty (*Department of Communication*), University of Maryland, College Park, MD, December 2004 – February 2010:

- Comprehensive management of the Shady Grove undergraduate communication program including policy development, preparation of articulation agreements, admissions, student retention, academic advising, faculty recruitment, and needs assessment.
- Developed program goals, curriculum, performance measures, budget, and marketing strategies.
- Provided classroom instruction in areas related to urban politics and organizational communication.

- Managed program budget including forecasting, allocation, evaluation, and contract negotiation.
- Built and fostered relationships with community colleges and local businesses to expand consortium course offerings, enhance student support networks, and develop experiential learning opportunities throughout Maryland.
- Maintained student activities within the program including advising student organizations, leadership training, publication of student newsletter, and professional development.

Adjunct Faculty (Department of Hotel & Restaurant Management), University of Maryland Eastern Shore, Princess Anne, MD, August 2005 – December 2005:

- Responsible for providing classroom instruction that incorporated critical thinking and analysis of information relevant to Human Resources & Operations Management. Course concentration included understanding Equal Employment Opportunity Commission guidelines, civil rights and workplace diversity, employee development, and strategies for building an inclusive organizational culture.

Adjunct Faculty (Department of Communication), Houston Baptist University, Houston, TX, September 2004 – December 2004:

- Responsible for facilitating the learning process by presenting fundamental theories, case studies, and current events as they relate to Mass Media & Culture. Course concentrations included mass media and social influence and cultural perception through media images.

Director of Student Activities, Lone Star College System – Montgomery Campus, Conroe, TX, October 2002 – January 2005:

- Developed comprehensive marketing strategies, action steps and evaluation methods that foster an inclusive environment for all students.
- Managed departmental budget including forecasting, allocation, evaluation, and vendor contracts.
- Supervised staff and student volunteers in addition to coordinating special events, leadership training, public relations campaigns, and outreach programs.
- Served in leadership roles on the following committees – Student Activity Fee Allocation (Chair), Montgomery College Intercollegiate Athletics (Chair), Montgomery College Newspaper Advisory Board (Executive Editor), District Student Leadership Institute (Founding Committee Member), Lone Star College Lyceum Series, and International Student Programs (College Representative).

AWARDS and HONORS

2014 Mellon/American Council of Learned Societies (ACLS) Postdoctoral Public Fellow
 2013 University of Michigan National Center for Institutional Diversity (NCID) Exemplary Diversity Scholar Citation
 2012 Texas State University-San Marcos Pre-Doctoral Summer Fellowship
 2012 Pi Sigma Alpha National Political Science Honor Society
 2010 Howard University Graduate Research Day 3rd Place in Paper Presentation

- 2009 Golden Key International Honor Society
- 2008 Howard University New Faculty Research Grant awarded to Dr. Holona Ochs. Graduate Student Research Assistant for “Just Policy: Social Policy and Inequality” project.

SCHOLARLY PUBLICATIONS & PRESENTATIONS

- 2018 “Impact of HBCU’s on STEM Degree Attainment and Career Outcomes Among African-American Women.” *American Council on Education-Higher Education Today*.
- 2017 “Lift Every Voice and Lead: African American Leaders’ Perceptions of K-12 Education Reform.” Washington, D.C: Frederick D. Patterson Research Institute. UNCF.
- 2016 “Broadening Scholarship Opportunities for Underrepresented Students.” Panelist at the National Partnership for Educational Access Annual Conference. Baltimore, MD. April 28.
- 2015 “Understanding Millennial Students and their Impact on Campus.” Workshop leader at UNCF Admissions Officer Fall Conference. Atlanta, GA. December 4.
- 2015 “Broadening Scholarship Opportunities for Underrepresented Students.” Panelist at the National Scholarship Providers Association Annual Conference. Charleston, SC. October 12.
- 2015 “Diversity, Achievement and HBCU Teacher Preparation Programs.” HBCU Symposium. Nashville, TN. October 10.
- 2015 “Broadening Scholarship Opportunities for Underrepresented Students.” Panelist at the Advanced Placement Annual Conference. Austin, TX. July 24.
- 2014 “Broadening Scholarship Opportunities for Underrepresented Students.” Panelist at the A Dream Deferred/Prepararte’ Annual Conference. New Orleans, LA. March 10.
- 2012 “*Black and Brown Unity – Demystifying Myths and Building Coalitions.*” Panelist at the National Urban League Young Professionals Meeting. Washington, DC. November 15.
- 2012 “*Exploration of Political Empowerment among African-American Public Housing Residents in Baltimore and Washington*” Research paper presentation at the National Conference of Black Political Scientists. Las Vegas, NV. March 2012.
- 2010 “*Children in Chains: Interdisciplinary Perspectives on Youth, Power and Incarceration*” Workshop Chair and discussant at the American Studies Association National Conference. San Antonio, TX. November 2010.
- 2010 “*The Ability of Specialized Programs to Provide Psycho-Social Support to Black Women with Breast Cancer*” Research paper presentation at the Howard University Graduate Research Symposium. Washington, DC. April 5.

- 2010 *“The More Things Change, the More They Stay the Same: An Analysis of Black Political Participation in Mississippi”* Panelist at the National Conference of Black Political Scientists. Atlanta, GA. March 20.
- 2010 *“An Analysis of Michelle Obama as A Political Figure”* Opening plenary session panelist at the National Conference of Black Political Scientists. Atlanta, GA. March 18.
- 2009 *“Impact of Traffic Signals on Quality of Life in DC”* Book chapter in Washington, DC Public Works. Edited by Abdul Karim Bangura.
- 2009 *“The Political Implication of Future First Lady Media Perceptions: An Analysis of Michelle Obama and Cindy McCain in the Context of Gender Roles.”* Panelist at the National Conference of Black Political Scientists. Houston, TX. March 19.
- 2009 *“Universal Negro Improvement Association”* Encyclopedia entry in Encyclopedia of African-American History edited by Leslie M. Alexander and Walter C. Rucker. December 2009.
- 2009 *“Ruth Muskrat”* Encyclopedia entry in Native American History Encyclopedia edited by Peter C. Mancall. August 2009.
- 2009 *“Cultural Competence and Leadership”* Workshop presenter at Universities at Shady Grove Undergraduate Student Leadership Conference. March 2006 – January 2009.
- 2004 *“Citizenship and Cultural Adjustment: Understanding Your Rights & Responsibilities”* Workshop presenter at Montgomery College International Student Orientation. August 2002 (Annually through 2004).

PROFESSIONAL AFFILIATIONS

American Educational Research Association
 American Political Science Association
 Association for the Study of Higher Education
 Dr. Martin Luther King, Jr. Holiday Commission of Howard County
 Howard County Board of Housing and Community Development
 National Conference of Black Political Scientists

PROFESSIONAL TRAINING

- 2012 National Black Election/Politics Studies: Use and Analysis. Interuniversity Consortium for Political and Social Research (ICPSR). University of Michigan.
- 2010 Spatial Analysis in GIS. University of Maryland.
- 2010 Data Management in the GIS Environment. University of Maryland.
- 2010 Introduction to Geographic Information Systems (GIS). University of Maryland.
- 2009 Intermediate Statistical Analysis. The Odum Institute for Research in Social Science. University of North Carolina at Chapel Hill.

- 2008 Introduction to Statistics for the Social Sciences. The Odum Institute for Research in Social Science. University of North Carolina at Chapel Hill.
- 2001 Equal Employment Opportunity Law. Texas Commission on Human Rights.